

THE
ALABAMA
COLLEGE
SYSTEM



Community ☐ Junior
Technical ☐ Upper Division

PROFESSIONAL development news

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DEPARTMENT OF POSTSECONDARY EDUCATION

MAY 1987

Dear Colleagues,

The Alabama College System personnel may once again say, "It has been a good year" for professional development. Even though no designated line item funds were available for professional development as in the previous two years, the System was determined to keep alive the continuing desire to maintain and promote the necessity for professional development.

The November and April on-campus workshops were outstanding and the Alabama College System personnel continued to demonstrate their innovation and expertise in developing and providing quality professional development programs across the state. In addition to these efforts, the technical colleges had a state-wide conference for electronic and welding technology personnel with over 100 participating. These two program areas were the first to benefit from a new Occupational Curriculum Development Project.

The "Celebration of Student Success and Professional Excellence" banquet provided a time to recognize the chosen representatives from within the System known for their outstanding leadership qualities and professional excellence. These students and System personnel represent the best among us. Our many, many outstanding people are the keys to the success of a quality program.

Six issues of the *Professional Development News* were distributed during this year keeping everyone abreast of professional activities across the System and providing the means of keeping everyone informed. The Alabama College System Associations held meetings during the year and assisted in keeping personnel up-to-date on many activities which involved professional development.

A Professional Development Resource Center has been established and will be in full operation for the coming new year. One phase has now been implemented which is the provision of a list of internal consultants as well as experts in other areas. All other phases will be in full operation by the beginning of the Fall quarter.

Professional Development was provided by a conference held in Birmingham by the AJCCA and other workshops were held during the year on local campuses. It has been a good year for our personnel to plan and work together in providing local professional development activities. Hopefully, in the next year, funds can again be available to supplement local workshops and provide for a Systemwide conference in order to keep The Alabama College System in the forefront of the nation.

Fifteen major recommendations were developed by the Professional



Development Task Force in the steadfast belief that professional development should be the driving force for systemwide improvement. We must strive to fulfill these recommendations in order to serve the students and the citizens of Alabama in a standard never before achieved. Continuous, comprehensive professional development is the only sure approach to the higher standards this state deserves and must have.

Sincerely,

Charles L. Payne
Chancellor

CELEBRATION OF STUDENT SUCCESS AND PROFESSIONAL EXCELLENCE

The "Celebration of Student Success and Professional Excellence" banquet held on April 22 at Athens State College provided the opportunity of recognizing the outstanding caliber of the Alabama College System's students and college personnel. It was a rewarding opportunity to participate in an event where the nominees for best of the System were gathered to be recognized or to recognize those among themselves who represent "outstanding qualities" in a system of outstanding leaders.

From the beginning, with entertainment by "The Calhoun Connection" to the end, with a dance for the students, success was the word. Dr. James Chasteen, president of Athens State College welcomed everyone to the campus and Ms. Missy Ming, WAFF 48 television, served as master of ceremonies.

The 1986-1987 State College Bowl Champion, Southern Union State Junior College, was presented and recognized. This team is under the leadership of Bennet Jordan and Rod Britt.

The 1987 Chancellor's Awards were presented by Dr. Charles L. Payne, Chancellor and Dr. John M. Tyson, Jr. Vice President of the State Board of Education. All nominees were recognized and were presented a plaque in recognition of their outstanding contributions to the System.

The "Chancellor's Award" for Administrator of the Year was presented to Dr. Lora Conrad who serves as Dean of Administration at Northwest Alabama State Junior College. Dr. Conrad's responsibilities include computer

information systems, admissions and records, outreach programs, resource development, grants management, public relations, chairing the Administrative Council, and chairing the computer information systems instructional program. She teaches classes in programming languages and system analysis techniques to engineers and programmers. Dr. Conrad received the highest award given by the National Council for Resource Development, The Special Recognition Award.

The Junior College Faculty of the Year award winner was Mr. Bev Smith of Lurleen B. Wallace Junior College in Andalusia. Mr. Smith has been an instructor of college English for 23 years. In recalling when he first decided to become a teacher, Mr. Smith says he simply always knew he was to teach -- it was his nature. He further states that he always identified with Chaucer's Clerk of Oxenford of whom it was said, "Gladly would he learn, and gladly would he teach." Mr. Smith has taught English at Wallace State for 15 years and still enjoys it although he admits it is more difficult now because he is now declared legally blind. Neither his enthusiasm nor his performance have diminished. Three years ago, Mr. Smith was selected as the first recipient of the "Most Outstanding Teacher Award, given at his institution."

Mrs. Mina Dickens of George C. Wallace State Community College in Dothan was the recipient of the "Chancellor's Award" for Technical College Faculty of the Year. Mrs. Dickens considers it her major responsibility as a technical business instructor to motivate

her students as she helps prepare them for their careers. As advisor of Phi Beta Lambda for seven years, ten students of Mrs. Dickens have received state honors and for four consecutive years, her students ranked in the top five in national competitions. Mrs. Dickens received recognition and recommendations from the Alabama State Board of Education in 1984, 1985 and 1986 for local, state, and national service projects and competitive events of Wallace Community College's Phi Beta Lambda students.

The "Chancellor's Award" for Staff Member of the Year was presented to Ms. Tammie Brown who serves as Research Assistant and Office Manager at Jefferson State Junior College. In addition to performing routine office procedures, Ms. Brown maintains a TRS80 Unix System, uses the Tandy Unix computer, AT&T microcomputer, and the AT&T Unix System. She is skilled in the use of various computer software. In her role as research assistant, Ms. Brown has contributed to the reliability and validity of institutional data used for internal and external purposes. She serves as a valuable source of assistance to personnel throughout the college in questionnaire design and statistical analysis. Her supervisor compliments Ms. Brown's ability to serve people well as she completes tasks.

Following the "Chancellor's Awards" was the presentation of the "Outstanding Student Nominees". There were 32 students nominated from across the system. Dr. Humphrey Lee, President of the Deans of Students' Association



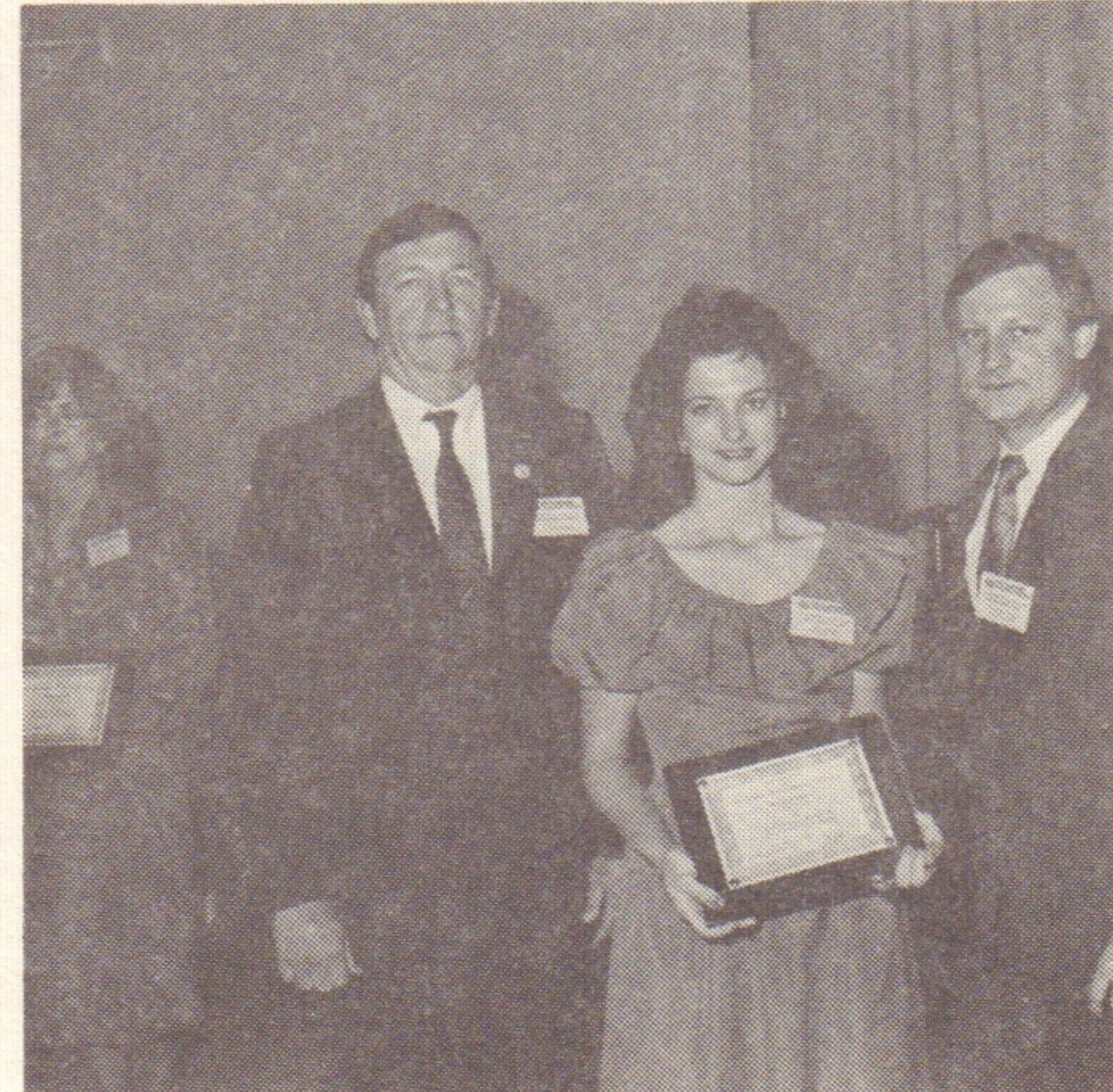
presented each student with a plaque and a slide presentation was developed by Calhoun State Community College showing each student involved on their respective campuses.

The recipient of the 1987 Most Outstanding Junior College Student Award was Gregory Millican, Northeast State Junior College. Gregory is on the President's List, a member of Phi Theta Kappa, assistant editor of the yearbook, and is a member of Who's Who Among Students in American Junior Colleges. He is "The Most Outstanding" Phi Theta Kappa member and is active in his church. Gregory is an avid sports enthusiast.

The runnerup for the Junior College award was Kelly Garner from Gadsden State Community College. Kelly serves as president of the SGA, was named to Who's Who Among Students in American Junior Colleges, and was a member of the Homecoming Court. She enjoys church work, softball and singing.

Mrs. Mary Manier was selected as the 1987 Most Outstanding Technical College student. Mrs. Manier is a commercial arts student at Bessemer State Technical College and serves as an officer in the commercial art chapter of VICA. She is a merit scholarship student and a co-op student with the Civitan International. She is active in church and enjoys family activities with her husband and three children.

The runnerup for the Technical College award was Judy Nunnelley from Wallace State Community College, Hanceville. Judy is on the Deans' List, is a member of VICA, recognized in Who's Who Among Students in American Junior Colleges, and serves as vice president of the SGA. Judy enjoys tennis and animals.



PROFESSIONAL DEVELOPMENT FOR APRIL

April 8-10 were dedicated to professional development of faculty and staff at all Alabama College System campuses. The annual convention of the Alabama Junior and Community College Association (AJCCA) was held during this period. System personnel participated in this two-day experience capsulized by the theme "Excellence: A Continuing Pursuit." All System personnel were assured three days of professional growth through services sponsored at each community, junior, and technical college. The professional development plans submitted by each college demonstrated their continuing strong commitment to professional growth and their creativity in designing effective programs despite a lack of adequate funds.

Two two-day workshops were also held at **Bessemer State Technical College** for the faculty in both welding technology and electronics technology. The almost 100 participants focused exclusively on refining and understanding model curricula developed by faculty committees in each area. These two program areas are the first to benefit from a new Occupational Curriculum Development Project established by Chancellor Payne and coordinated by Dr. Norma Brewer, Coordinator of Curriculum Development, Department of Postsecondary Education. The standards for the model curricula were developed jointly by DPE staff and the Chancellor's Committee on Occupational Education, which is composed of seven technical college deans.

The goals and objectives of the professional development program at **Shelton State Community College** and **Fredd State** were directed towards the functions of the microcomputer skills of the faculty and staff and toward better working relationships and communication skills.

Shelton State Technical Division and Fredd State Technical Division joined forces on Wednesday in a program which included drawing from the knowledge of various instructors among the two institutions. Wednesday's agenda covered the topic of gender equity and the use of microcomputers.

On Thursday, the meeting included **Bessemer State, Nunnelley State, Fredd State** and **Shelton State** which included a

presentation by Dr. James W. Selman, Past President of Southern Association; Mr. Fred Braswell, Assistant Director, Alabama Department of Economic and Community Affairs; and Mr. Robert Henry, National Speakers Association.

The junior college division participated in a study of audiovisuals as an instructional tool.

Wallace State Community College, Dothan was committed to helping students make vocational, occupational and professional choices relevant to today's world and to developing and implementing recruitment plans that provide appropriate learning opportunities.

Topics included in the agenda were "Recruitment and Retention", "Update of Curriculum and Materials" and "Building Bridges Between Community Courses and the Workplace".

On Friday, "Industrial Involvement as a Key to Recruitment and Retention", "Developing Partnerships with Local Business and High Schools" and "Computer Applications" were the topics of the day. They also discussed the use of appropriate library media resources in selected program and curriculum updates.

Wallace State, Selma used motivational tapes for their professional development activities for instructors. These tapes included "It's Great to be a Teacher" by Carl Hurley, "Adult Learning? You've Got to be Kidding" by Edward E. Scannell and "Twelve Techniques for Improving Your Skills as an Instructor" by Scott B. Parry.

On Friday the major goal was on "How to Work With Students With Learning Disabilities". Mr. Carl Nowell, State Supervisor, Vocational Rehabilitation presented a state of the art of special learning disabilities.

Wallace State Community College, Hanceville chose as their major goal for the faculty and professional staff to "Improve Awareness and Knowledge" of several major issues of appreciable importance and concern in today's society. While some faculty and staff

members were in Birmingham at the AJCCA Convention, many participated in the three-day professional development workshops under the direction of Dr. Wendell Wall.

"Gender Equity" kicked off the first day's program. Alabama Senator, Frances "Sister" Strong, Wallace State Nursing Director, Hazel Outlaw, and Wallace State Director of Title IX, Letha Weaver, spoke on topics such as distinguishing between sex discrimination and sex bias, improving relationships among people in the workplace and encouraged guidance counseling about the opportunities for both sexes in nontraditional occupations.

Dr. Wendell Wall spoke to the group on "The Revolution in Human Genetics". He covered the recent, significant breakthroughs in human genetics. The second representative was Vanessa Odem. Participants gained a better understanding of the capabilities of the SCANTRON grading and gradebook system. "Articulation of Vocational Education Students" was the topic discussed by Rayburn Williams, Dean of Technical Division at Wallace State. He explained ways to improve relationships between instructors of the local area vocational schools and instructors at Wallace. He also provided information on credit transfer between schools and guidance for students who wish to obtain additional training at Wallace State.

Most faculty and staff and all administrators at **Alexander City State Junior College** attended the Alabama Junior and Community College Association Conference in Birmingham; therefore their program was for a rather small group of participants. The major goal was how to deal with becoming more aware of the many discriminatory and biased behaviors everyone possesses and how to deal with those appropriately. Group activities were conducted in the computer center.

Bishop State Junior College began the Wednesday morning session with a presentation entitled "Your Attitude is Showing" by three instructors from the Social Science division. The "Planning

and Evaluation of Institutional Effectiveness" was presented by Dr. Earl Godbold of the Southern Association of Colleges and Schools. Mr. Vernon Coleman, Director of Staff Development with the Mobile County Personnel Board presented "Management Skills for Office Personnel". They too, were involved in videotaping techniques, computer operations, and in-house print materials.

All employees of **Brewer State Junior College** participated in the Thursday and Friday conference held in Birmingham. The Wednesday agenda covered topics related to gender equity, a master plan for Brewer State, support programs and occupational/vocational programs and academic transfer programs. Dr. Stephen Katsinas, Associate Director, Institute of Higher Education Research and Services, University of Alabama, served as a consultant on the Master Plan for Brewer State Junior College. This master plan would include input from all personnel during this workshop.

Chattahoochee Valley Community College began the Wednesday session with the "Dimension 2000" as their faculty topic. The faculty leaders were divided into small group sessions with a discussion as to how Chattahoochee Valley fits into Dimension 2000. The staff session was presented by a representative of Southern Bell on "Telephone Techniques". During the general session with faculty and staff Dr. Charles Payne presented the topic "The Alabama College System" which included a discussion and question/answer period.

On Thursday, the faculty and staff enjoyed a presentation by Mr. John Crawford, Station Manager WUWF-FM, University of West Florida on promoting excellence in Vocational Education. His topic was intitled "Using WYJD to Promote Excellence". On Thursday and Friday, the employees attended the AJCCA Conference.

The goals and objectives of **Enterprise State Junior College** were to identify major competencies needed by employees who work in a variety of businesses and industries and to explore teaching strategies for courses in all

divisions so that these competencies will be met in their students. A panel of representatives from local businesses presented their views on what the current and future employment needs of students would be. During the afternoon session, the division chairman discussed what their division could do to implement ideas presented during the morning session.

On Thursday everyone was informed on gender equity in business, industry and education and explored new capabilities in audio visual and instructional materials. Friday was a brainstorming session with reports and discussion on ideas for implementation of old and new ideas to meet employment needs of students.

Patrick Henry State Junior College had as their major goals for professional development, (1) the improvement of instruction by all academic departments, (2) the improvement of the basic supervisory skills of all division chairs and coordinators, and (3) the improvement of recruitment techniques and retention plans for high risk and older students through better advising and counseling services. Dr. Richard Brown, Professor of Education, Auburn University at Montgomery spoke on self-motivation for motivating students and legal issues of importance to college faculty. On Thursday, activities were developed on word processing and approved private projects. CPR training workshops were provided on Friday.

Wednesday at **Jefferson State Junior College** was devoted to the converting of curricula into student outcomes using the new criteria from the Southern Association of Colleges and Schools. Special emphasis was placed upon occupational/vocational curricula with additional support and services provided for teacher/coordinators. The various academic divisions concentrated on their particular curricula and courses. The Division of Nursing and Allied Health participated in professional meetings and in-service educational programs held in Mobile, Montgomery and Birmingham.

For those at **Northeast Alabama State Junior College** who did not attend the

AJCCA Conference, the topics covered at their institution included "Gender Equity", "Science and Civilization", "GED: The Second Chance", and "Writing Across the Curriculum". Various instructors within the college served as presentors.

The personnel at **Northwest State Junior College** developed the theme "Working Together for More Effective Service". Through the professional development opportunity to increase faculty skills in developing media, in academic advising, in course, program and institutional evaluation materials and procedures, and to improve personnel understanding and insight concerning student retention. Dr. Dick Fernald, Professor of Management and Marketing, Midlands Technical College, Columbia, South Carolina presented "Computer Applications in Academic Programs" on Wednesday. Thursday and Friday were spent at the AJCCA Conference.

The Wednesday session at **Snead State Junior College** stated as its major goals to increase enrollment by enhancing recruiting procedures and scope with emphasis toward vocational and occupational programs to provide current information to increase awareness of the threat of AIDS, discuss preventative measures, mode of transmission, and what is being done to cope with the disease with Dr. Lawrence L. Robey, Director of the Madison County Health Department as speaker.

Southern Union State Junior College defined gender equity and raised awareness of their employees of the importance and value of gender equity on Wednesday during the professional development sessions. This was a time spent to acquaint faculty and staff with the elements of gender equity and the legal, psychological, and social attitudes that promote gender equity. Thursday and Friday were spent at the AJCCA Conference.

The Wednesday session of professional development at **Lurleen B. Wallace State Junior College** was spent participating in a motivational

presentation led by Dr. Larry Tyree, President, Gulf Coast Community College, Florida. His topic was entitled "Major Problems Facing Community Colleges and Some Possible Solutions". The afternoon session was devoted to the discussion of gender equity.

Professional development at **Alabama Aviation and Technical College** included a presentation by Dr. John Johnson, Postsecondary education, on "Building Trust Between Women and Men." Other topics of interest included Student Recruitment/Retention, motivation, stress management, time management, placement, and follow-up.

Atmore State Technical College listened to Dr. James Selman and his staff on the Southern Association of Colleges and Schools the standards for educational programs in various technologies.

The purpose of the professional development workshop at **Ayers State Technical College** was to develop new techniques for teaching adults, successful job interviews, and motivation. There was also an industrial tour of the Anniston Army Depot.

The theme for professional development at **Carver State Technical College** was "Working Together -- Men and Women." Their goals included building trust and partnership skills between men and women and the elimination of sexist language in student recruitment.

J. F. Drake's administration and staff personnel became more informed on effective communication through a presentation by Mr. Rufus Taylor with the Chrysler Corporation. Related studies instructors heard Mr. Ivan Norrell, PPG Industries; Dr. Jerry Shipman, Alabama A&M, and others visited various industries.

Ingram State Technical College discussed drug abuse, job skills, and the role of men and women in building trust

on Wednesday and Thursday, and Friday was devoted to the enhancement of the Management of Competency Based Curriculum.

A representative from the retirement system reviewed options and guidelines regarding the retirement plan for **MacArthur State Technical College** personnel. Carolyn Gafford of the State Occupational Information Coordinating Committee introduced faculty and staff to the information capabilities of SOICC.

The film "In Search of Excellence" was viewed by personnel at **Northwest State Technical College** and sex equity was the afternoon topic for discussion. The sessions on Thursday and Friday were devoted to long-range planning activities.

Trenholm State and **Patterson State**, spent the three days designated for professional development on the subject of faculty awareness of the effectiveness of different leadership styles. **Patterson Technical** staged a "mock" visit by SACS.

The purpose of the professional development workshop at **Opelika** was to increase an awareness of the potential of gender discrimination and to emphasize the legal requirements for gender equity in Vocational Education. The participants also established guidelines for the entry of students into nontraditional vocations.

Dr. Willie Paul, member of the State Board of Education spoke to the personnel at **Reid State Technical College**. "Expectations of Business and Industry for Graduates" was a topic of interest with presenters from Vanity Fair, Inc., Polyfelt, Inc., Alabama Power Company, and Auburn University.

The theme for **Southwest State Technical College** was "A Better School, A Better Tomorrow." Guest speakers included a representative from AT&T,

Mobile Infirmary, and a film on "What You Are is Where You Were When."

Safety, motivation, and gender equity were the topics of concern at **Sparks State Technical College**. "Nothing But A Winner" based on Bear Bryant was viewed by all personnel.

Walker State Technical College spent the majority of their time on computer operation. Mr. Ron Streible presented an informative presentation on the computer as a tool for learning. Dr. Bruce Peseau explained the Management Information System.

Hobson State set as their goals the establishing of a liaison between occupational instructors and high school personnel. Each instructor visited a local school site to share with the teachers in their respective areas.

Gadsden State reviewed the Southern Association report on Wednesday. On Thursday topics of interest included medical emergencies in the classroom, gender equity, CPR and organization and procedures for a unified effort.

Lawson State provided departmental sessions for the various disciplines to address topics of interest to each area. On Thursday and Friday, the junior college personnel attended the AJCCA Convention in Birmingham.

Muscle Shoals State Technical College kicked off the Professional Development Workshop with a first aid course for the faculty and staff. Emergency Medical Paramedics, Fay Inman, Blake Hargett, and Anthony McGee from Helen Keller Memorial Hospital Emergency Service, gave instructions in up-to-date first aid procedures.

The second general session was presented by Dot Aycock, Coordinator of Women Training in Non-Traditional Programs at MSSTC, and Edgar Griggs, Business Manager at the College. They presented a program entitled "Women and Men Working Together in Non-Traditional Programs."

Mitzi Dowdy, a graduate of the electronics program and a supervisor with New Technology, Inc. in Huntsville, gave a presentation on obstacles women face in becoming a supervisor in a non-traditional occupations for women.

Mrs. Verna Fuller, from U.S. Senator Howell Heflin's office in Tuscumbia, gave a presentation on women's role in the work force from the depression years to present. She discussed how to develop an attitude to get along with workers of the opposite sex.

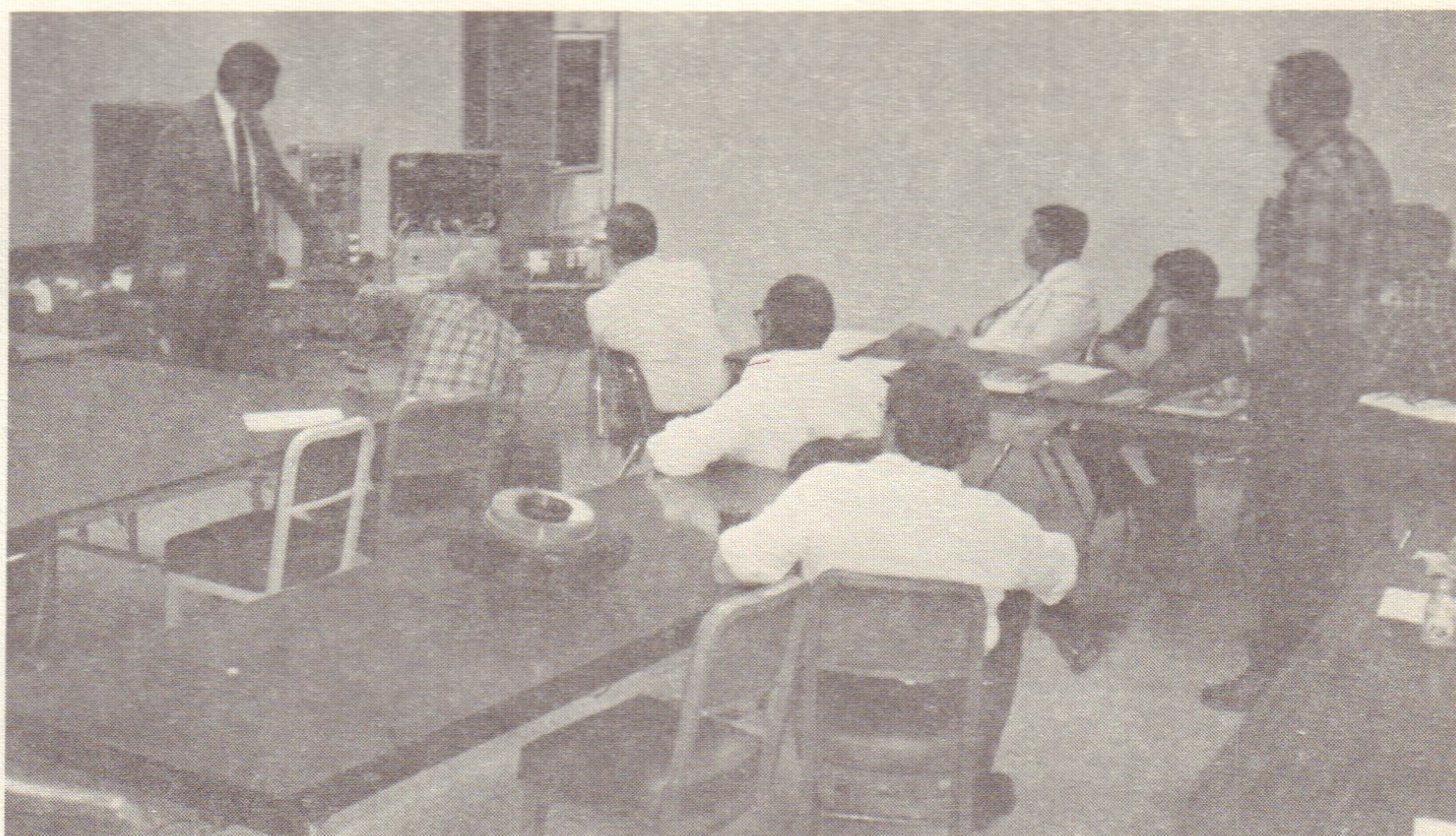
The second day, April 9, 1987, the programs consisted of small group workshops and field trips. Some of the topics studied were: Work Habits and Traits Important to the Employer, Lotus 1-2-3, The Electronic Office, Visual Aids, Demonstrations of Shop Procedures for Various Tasks, Mechanical Stress Training/TVA Designated Programs, Industrial Laser Applications, and Problems Confronted by Supervisors.

Field trips were made to Itawamba Jr. College, Fulton, Mississippi, Home Health Care, Inc., Mitchell Hollingsworth Nursing Home, Nelda Stephens Chevrolet, Jim Bishop Chevrolet, Shoals Ford, Anderson Ford, Miley Buick, Sheffield Utilities, Head Hunters Beauty Salon, Wire Tech., Tool Master, Shoals American Inc., Sheffield Machine and Foundry, C & R Tool & Die, Mevical Molds, Post Welding Supply, Burrell Slater AVC, and Allen Thornton.

The Air Conditioning/Refrigeration Program sponsored a three day workshop on electronic controls. The program was presented by Honeywell. All AC/refrigeration instructors from postsecondary institutions throughout the state were invited to attend as well as AC/refrigeration technicians from local industries.

The third general session, April 10, 1987, was on general shop safety. This program was presented by Gale Douglas and Don Feezell, Safety Engineers with TVA. The program covered all aspects of obtaining a safe environment for training including: safe operation of various machines, body protection devices to wear while operating various machines or while in hazardous areas of the shop, and safe storage and use of various hazardous materials in training situations.

The fourth general session, April 10, 1987, was presented by Mr. Hugo Barton, President of Muscle Shoals State Technical College. President Barton presented the immediate and long range



Motor Protection - Circuit Protection
Sam Reitta - Bussman Fuse Division of Cooper Corporation.

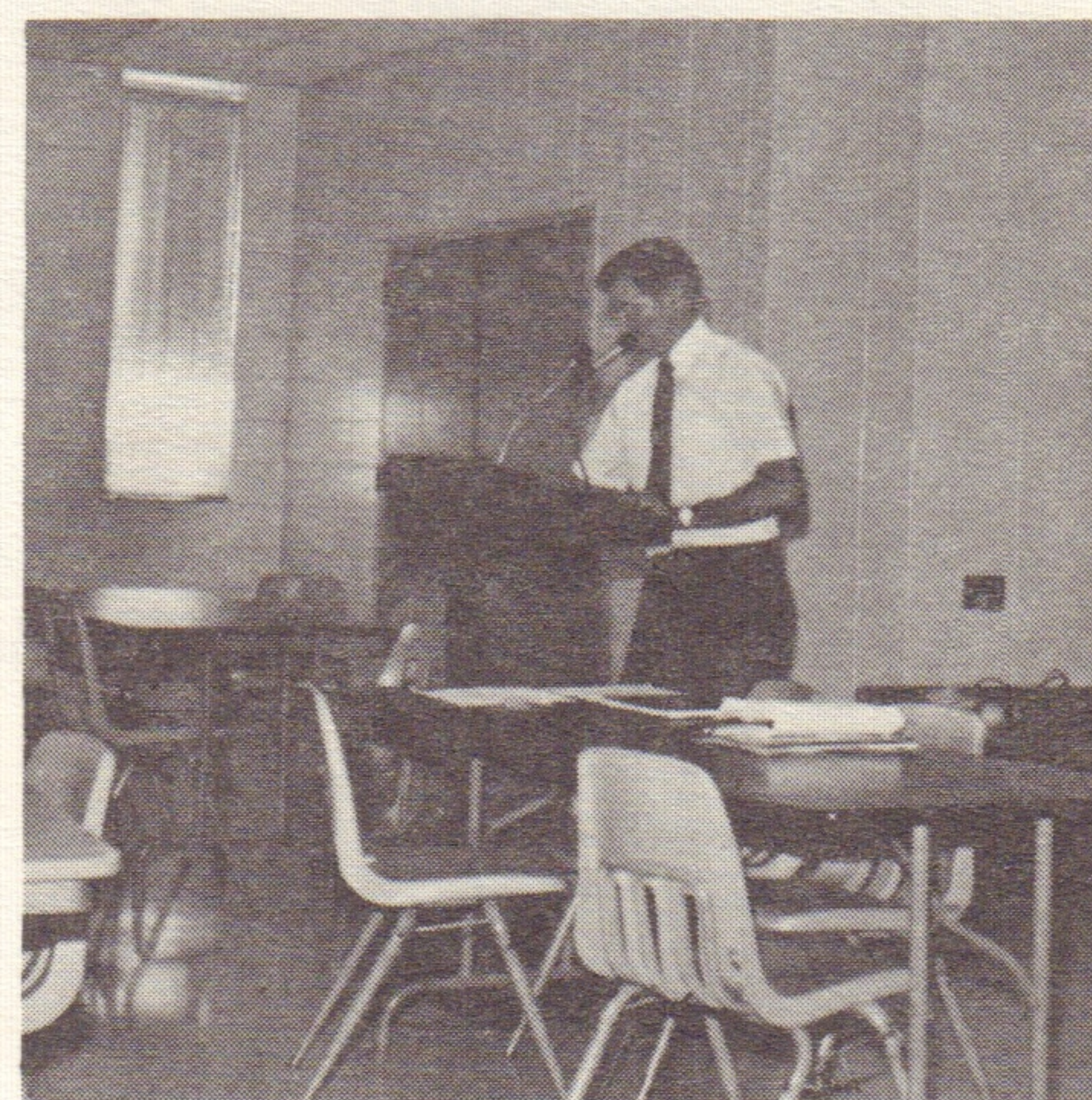


MSSTC Computer Information Systems Instructors instructed the office staff and BOE instructors in Lotus 1-2-3.

plans of the college and its place in the college system's strategic plan for building Alabama's future as outlined in the Chancellor's report "Dimensions 2000". The local financial situation and the outlook for the Summer quarter were also presented.

Spring Professional Development focused upon the theme "Professional Renewal" at **Calhoun College**, April 8-10, 1987. Under the direction of Dean Glenn Phares, Technical Division, and Dr. Alice Villadsen, Junior College Division, the Calhoun faculty, staff, and administrators received both general and unit-specific instruction in ways to improve the college's mission to teach students in the very best way possible.

Wednesday morning activities included discipline/unit small group sessions. Faculty members heard experts address such diverse subjects as



President Hugo Barton of MSSTC is presenting "Dimensions 2000" to faculty.

"Current Trends in Grading Essays" to "Institutional Policies Affecting Payroll Deduction and Retirement" to "Profiling Students." Staff and Administrators

heard Ms. Cheri Shipper, Public Relations Officer from the Tennessee Valley Authority, present "Support Personnel and Administrators as Public Relations Officers." Student Services employees heard a presentation on "Personal and Financial Development for the Student Development Officer."

The afternoon session, held at the local renovated Princess Theatre in downtown Decatur, was keynoted by Mr. John Putman of SouthTrust Bank. Mr. Putman, a nationally known speaker and advocate for volunteerism addressed the program theme "Renewal of Pride." Following the afternoon general session, all technical college faculty met with their shop Advisory Committee for a time of planning and dining.

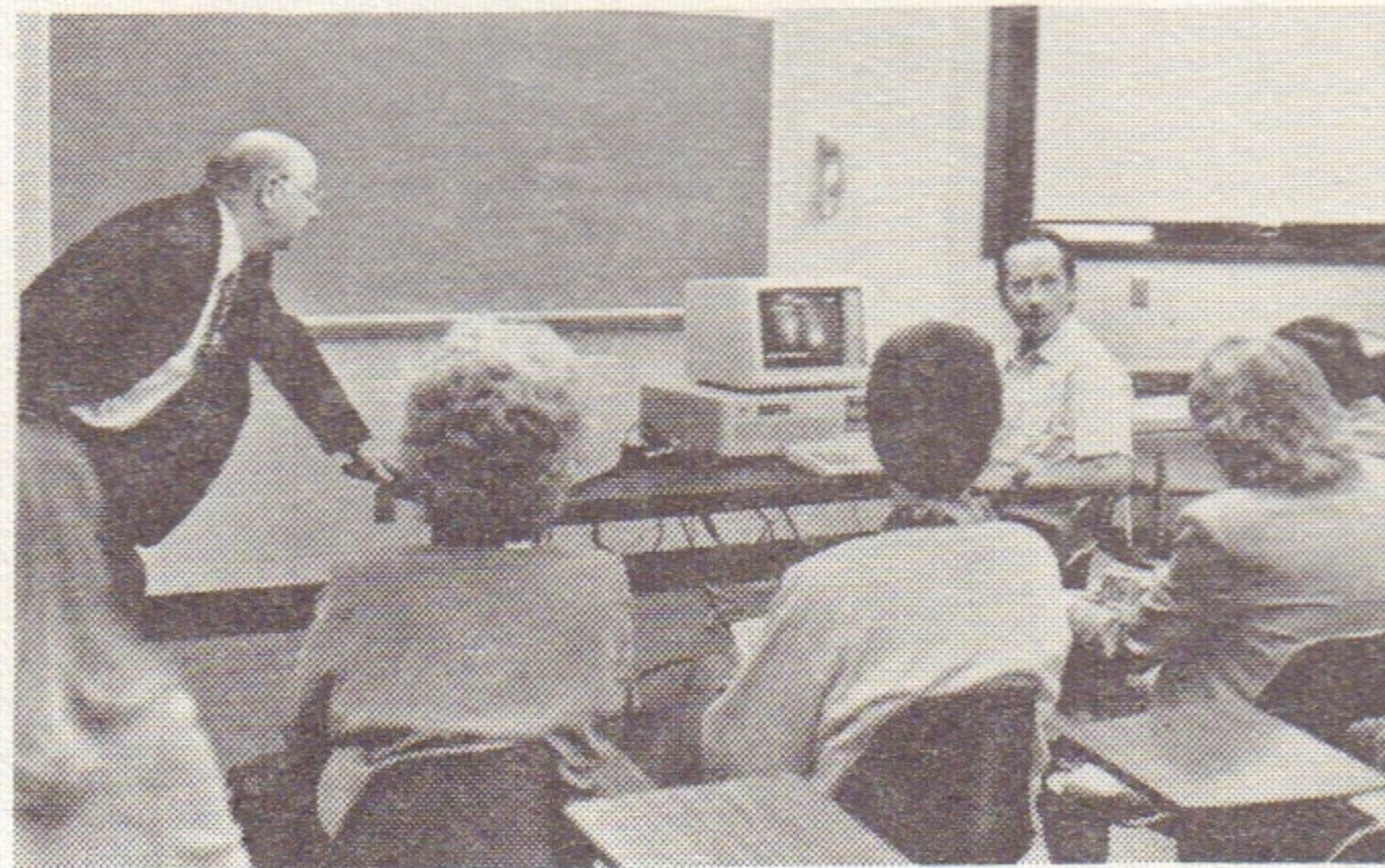
Thursday's activities were two-fold: the morning sessions were designed for either faculty or support personnel and administrators. All faculty -- junior and technical -- heard Dr. Carney Strange, education professor from Bowling Green State University address the subject "Renewal in the Classroom: Energetic and Creative Ways to Teach a Diverse Student Population." Included as Participants in the session also were Calhoun faculty members Pat Banks, Elizabeth Cheatham, and Carl Ratcliffe. While faculty were focusing on the diverse student, all staff personnel and administrators were hearing a "State of the College" address from Dr. James Chasteen. They also reviewed the new *Handbook for Support Personnel* as well as heard an explanation of "Fair Labor Standards" by Dr. Sandra Martin, Dean of Administration. The final activity of the morning for this group of Calhoun employees was a panel discussion concerning "The Role of Support Personnel" given by Mattie Burks, Marilyn Darwin, Hazel Hacker, Alva Hamric, and Carl Hendrix.

The afternoon activities on Thursday were more informal and physical in nature. Following a brown bag lunch in the Chasteen Student Center, faculty and staff could choose to attend sessions on Health Analysis, Capsule Dressing, or the Chamber of Commerce sponsored Tennessee Valley Trade Show. All sports activities were available as well.

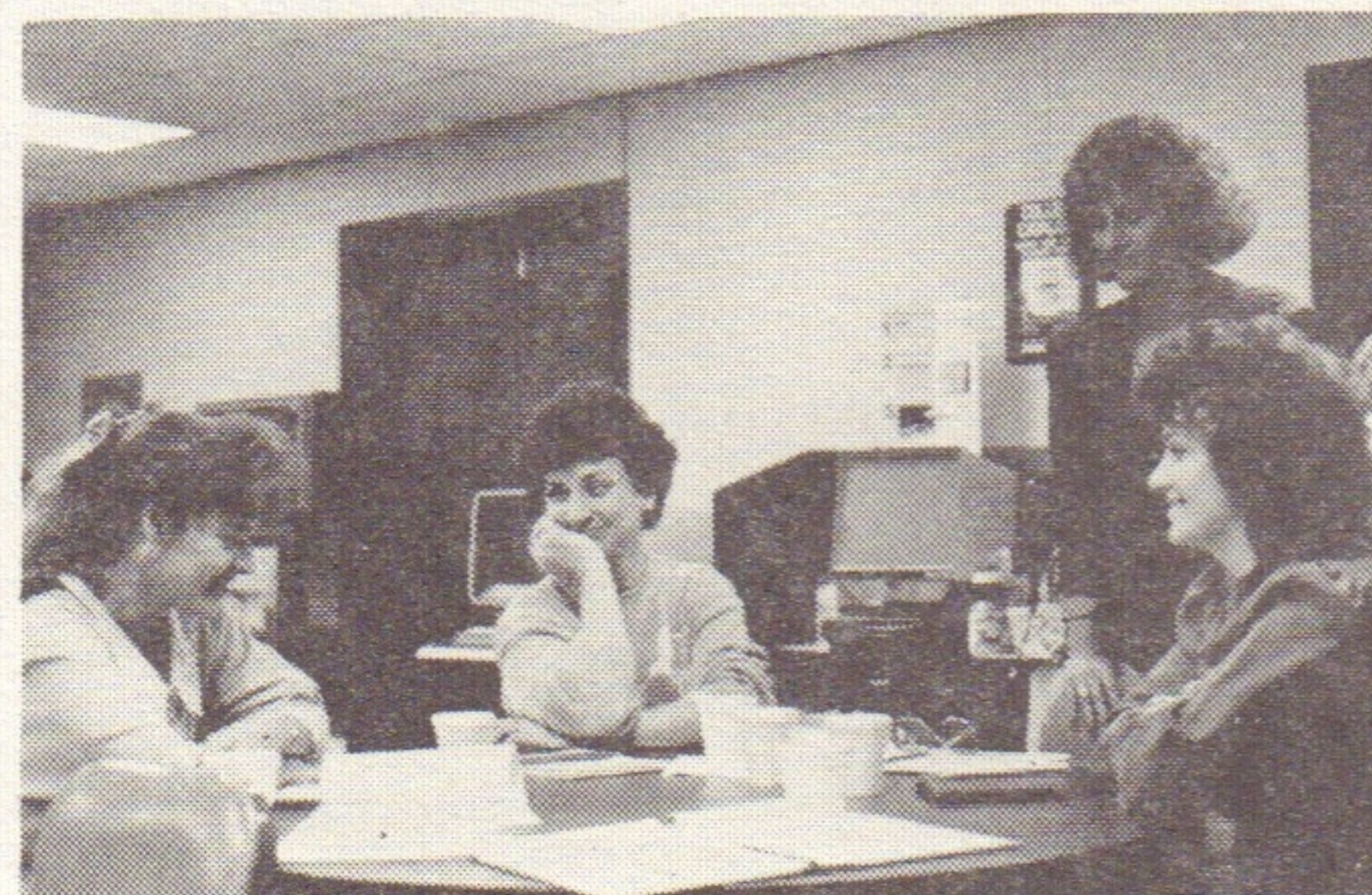
Several Calhoun people attended all or portions of the Alabama Junior and Community College Associations's annual meeting in Birmingham. Those who attended reported that, true to its usual reputation for excellence, the



President James Chasteen, Calhoun College, addresses staff and administrators during Professional Development emphasis.



Joe Long, electronics instructor and computer expert, teaches Math, Science, and Technology Division about new teaching software.



Secretaries (left to right) Vicki Johns, Jan Collier, Lauri Burgreen, and Renee Wales take a break from "Fair Labor Practices" workshop.

AJCCA program was timely and informative as well as entertaining.

Twelve Calhoun College faculty members, under the direction of biologists Dr. Don Collier and Mr. George Williams and psychologist/wild flower expert Bettye Gregg, spent their professional development days recently exploring trees, flowers, and birds in the Great Smokey Mountains. This environmental awareness field study, funded by the participants themselves, turned business, English, math



Jeanne Jacobs, Assistant to the Academic Dean, welcomes consultant Harold Bishop, The University of Alabama, to the Calhoun campus.



Left to Right, front: Jill Wood, George Williams, Sue Mitchell, Bettye Gregg; second row: Vicki Earnest, Mary Yarbrough; back: Trish Jones, Cecilia Holt, Gordon Thayer, Charles Gober, Billie May, and Don Collier. Photograph compliments of Phillip Parker, Media Technician and field trip participant.

instructors (and one counselor) into budding environmentalists, hiking through Sugarlands forest to observe birds and wildflowers (sometimes hidden under snow); sampling of a hardwood forest and compiling the data collected; learning to identify numerous species of plants and birds through observation and through planned lectures and media presentations; and, perhaps most importantly, "getting away from it all" in a breathtaking natural setting with teaching colleagues who became new friends.

PUBLIC FORUMS FOCUS ON HISTORIC PLAN

A series of statewide public forums focusing on **Dimensions 2000**, community, junior, and technical colleges' strategic plan for redirecting The Alabama College System and improving the state's economy, were conducted recently in Mobile, Montgomery, Birmingham, Dothan and Huntsville by Postsecondary Chancellor Charles L. Payne and selected members of the Alabama State Board of Education.

The plan, which is designed to take Alabama's community, junior, and technical colleges through the year 2000, is the first long-range plan ever developed in The Alabama College System's 22-year history.

The meetings provided business and industry leaders, lawmakers and the general public with opportunities to respond to the six goals and 46 objectives cited in the plan.

Statewide reaction to the plan was extremely positive. In addition to comprehensive broadcast media coverage, over 22 news, feature and editorial page articles were printed in 14 different newspapers. Chancellor Payne's appearance on two respected and widely viewed talk shows--"For the Record" and "Newsmakers"--complemented the forums' emphasis on public awareness of the plan's goals and objectives.



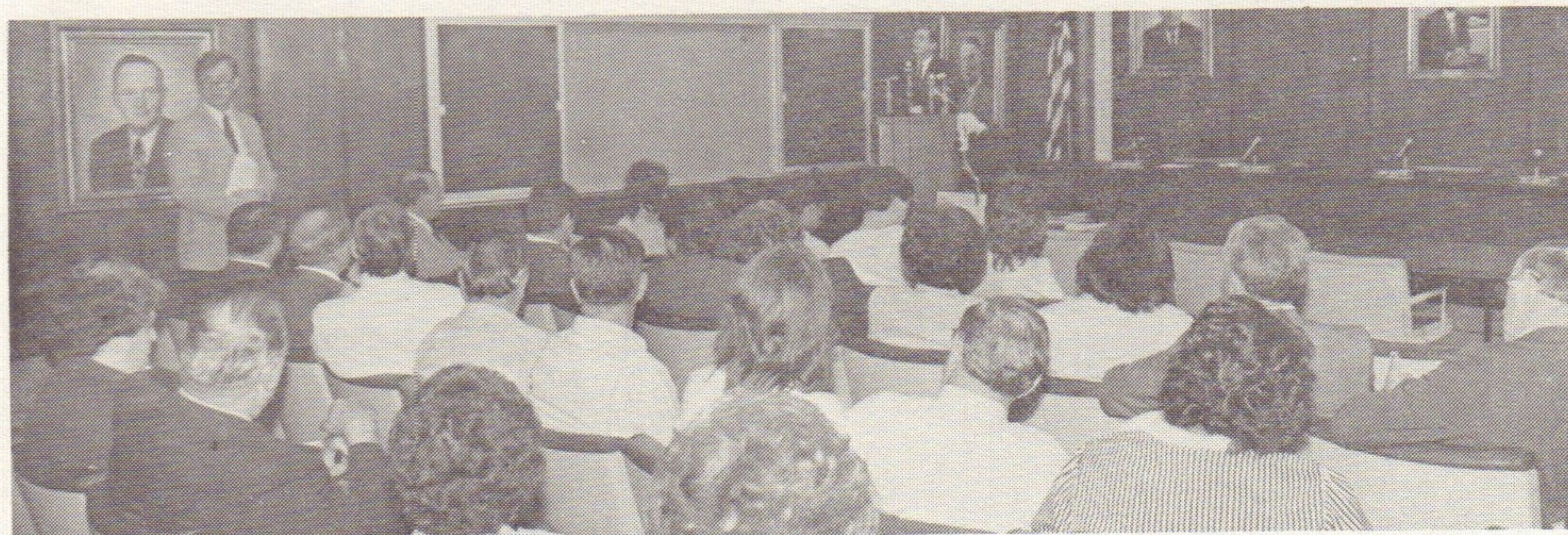
Coverage of the Mobile forum, which was conducted by Dr. Payne and State Board of Education Vice President John M. Tyson Jr., included a front page article in the *Mobile Press Register*.



The Montgomery print media has given comprehensive attention to the plan. To date, area newspapers have run nine news, feature and editorial page articles on *Dimensions 2000*, including front page headlines in *The Montgomery Advertiser*. Here, Chancellor Payne responds to a question during the March 20 Montgomery forum.



In Birmingham business and industry leaders came to the podium to commend the System for taking a hard look at itself and where it needs to go over the next decade and a half.



The average public forum attendance was 75 people. The March 27 forum in Dothan was no exception.



The Huntsville public forum was the last but not least in the forum series. More legislators and business and industry leaders attended the event than any other forum.

RESOURCE CENTER CATALOG NOW AVAILABLE

Information about audiovisual and instructional materials available from The Alabama College System's Industrial Technology Resource Center has been documented in an annotated catalog. The catalog provides information about materials covering the same topics in a variety of instructional approaches and formats.

The resource center, which was created to enrich the System's training for industry and occupational training programs, is located at Alabama Industrial Development Training Institute's office in Montgomery. It houses a collection of more than 5,000 films, textbooks, workbooks, video tapes, slides and other instructional materials covering 36 occupational areas. The materials are available for preview and checkout by System personnel.

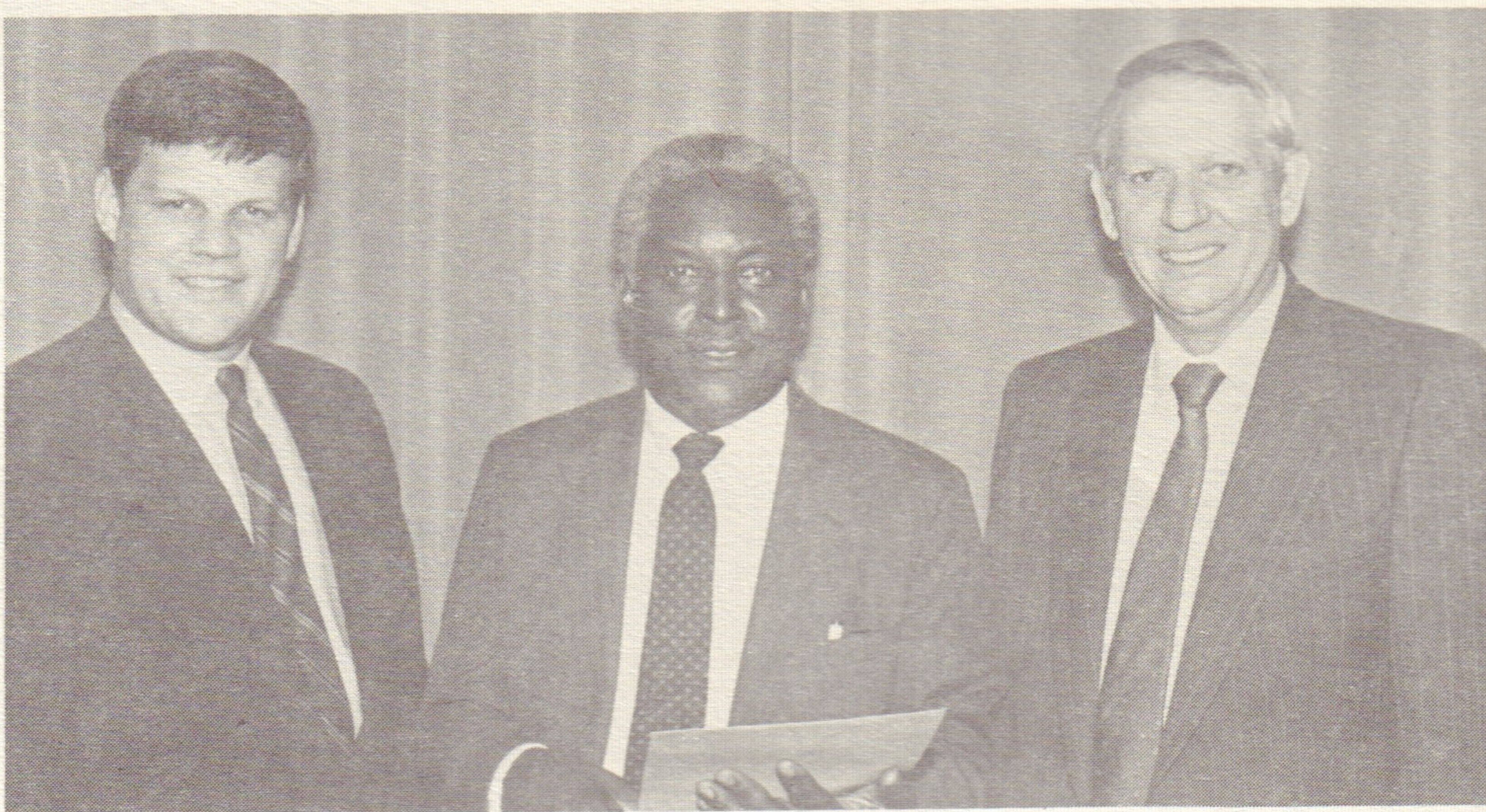
The catalogs will be distributed to System presidents and deans of instruction.

DRAFTING/DESIGN WEEK CELEBRATED

Gov. Guy Hunt signed a proclamation on February 20 designating the week of March 30 as Drafting/Design Week in Alabama. On hand for the signing were Jack Morgan, drafting instructor, Opelika State Technical College; Vincent Andry and Glen Horton, both engineering draftsmen, Alabama Power Co.; Beth Hayes, a drafting student, and Tommie Justice, drafting instructor, both of Patterson State Technical College; and David Johnson, draftsman, Russell Corp. of Alexander City.

AVA OFFICERS

Officers elected to represent the postsecondary section of the Alabama Vocational Association (AVA) in 1987-88 are Johnny Joyner, president, Wallace State Community College/Dothan; Mary Ann Days, president elect, Southwest State Technical College; Joanne Currie, secretary, and Paul Reeder, treasurer, both of Ingram State Technical College. Elections were held March 10 in Birmingham during AVA's annual business meeting.



State Board of Education Vice President John M. Tyson Jr. (left), Gov. Guy Hunt (right) and members of the Board commended Earl Roberson, president of Carver State Technical College during the March 26 Board meeting for his outstanding performance as interim president of Southwest State Technical College. The Board expressed appreciation for the exemplary administrative ability Roberson exhibited by assuring fiscal stability, enhancing faculty and staff morale, initiating an institutional self-study for accreditation and expanding services to business and industry in Mobile.



Chancellor Charles Payne and Dr. Norma Brewer, Coordinator of Curriculum Development, Department of Postsecondary Education, met with members of the Committee on Occupational Education recently to discuss systemwide needs. Topics discussed included strengthening of degree requirements, course inconsistencies and the need for program guidelines. Members of the committee are Dr. Steve Franks, Patterson State Technical College (front row, left); Jack Kerby, Hobson State Technical College; Hugh Kynard, Shelton State Community College; Dr. Brewer (back row, left); Thomas "Pap" Morris, Nunnelle State Technical College; Jimmy Jones, Alabama Aviation and Technical College; and Ed Blake, Bessemer State Technical College.



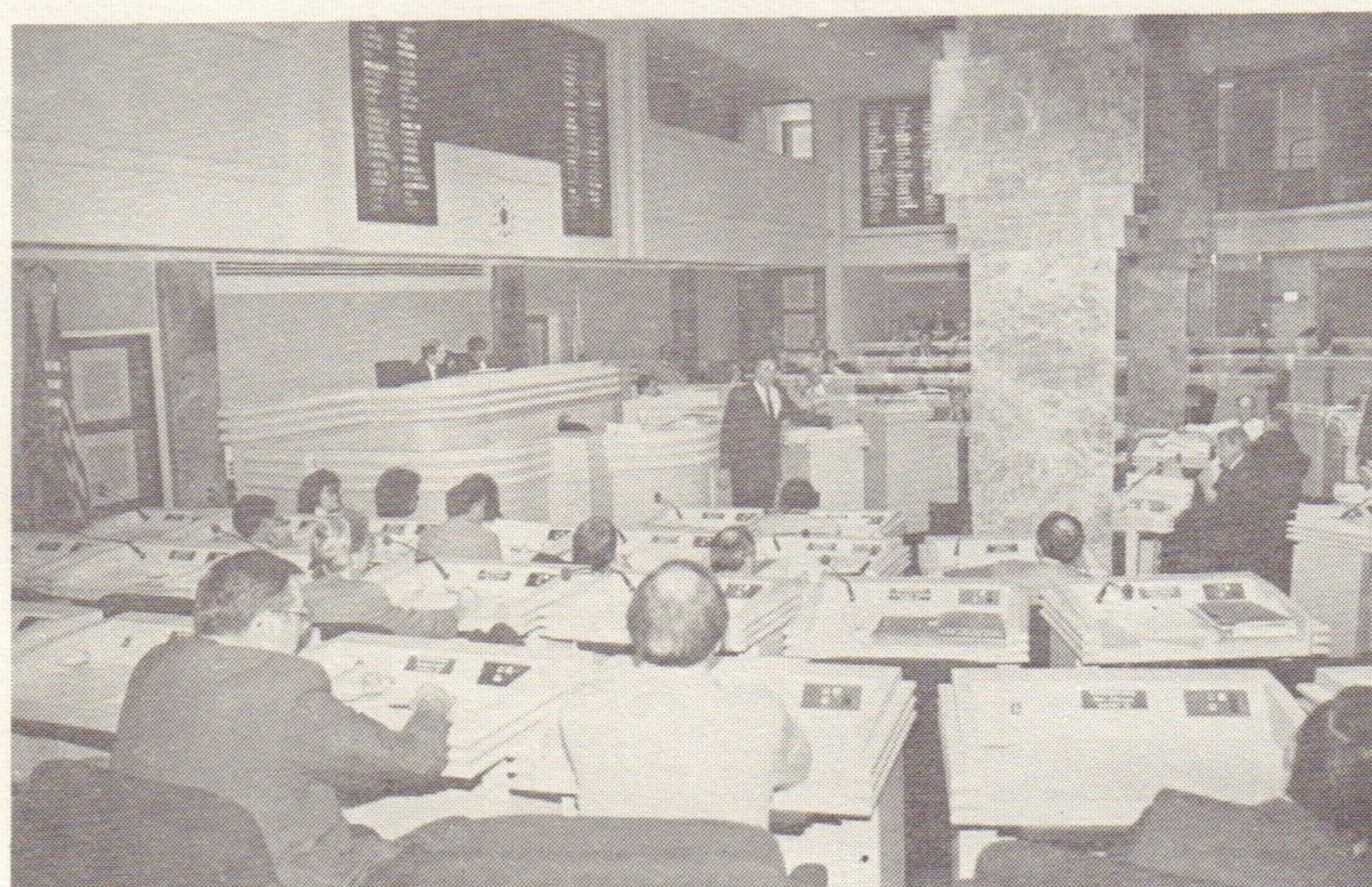
District VIII State Board of Education member Dr. Evelyn Pratt (third from right), Chancellor Charles Payne (right) and coach Frank Gourdouze (left) pose with the "Lady Parsons" of Snead State Junior College. The team was recognized at the April State Board of Education meeting for winning the 1987 Region XXII basketball tournament. The "Parsons" were ranked seventh nationally.



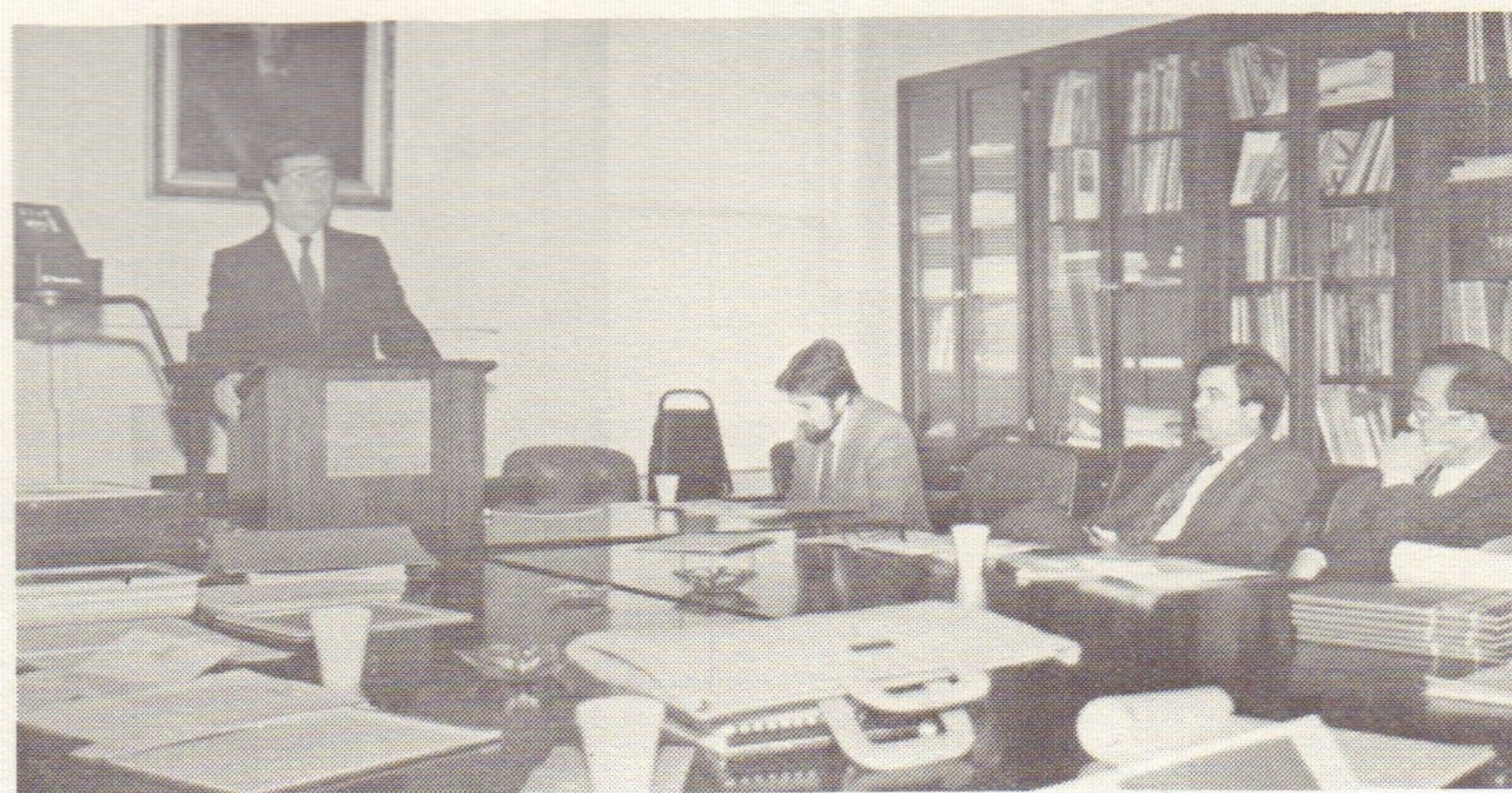
Nine Phenix City community leaders came to Chattahoochee Valley State Community College (CVCC) on April 10 to hear Chancellor Charles Payne discuss The Alabama College System's first long-range plan, *Dimensions 2000*. The presentation was given in conjunction with CVCC's professional development workshops. Posing with Dr. Payne (second from left) and CVCC President Dr. James Owen (center) are John Bedsole, president, First Alabama Bank, Phenix City; Phenix City Mayor Jane Gullatt; and Bill Joiner, vice president, First Federal Savings and Loan, Russell County.



During a February 27 budget hearing before the Alabama Commission on Higher Education (ACHE), Chancellor Charles Payne documented the System's need of \$159 million for operations for 1987-88. Dr. Payne also presented a \$129.3 million budget request for systemwide capital outlay needs.



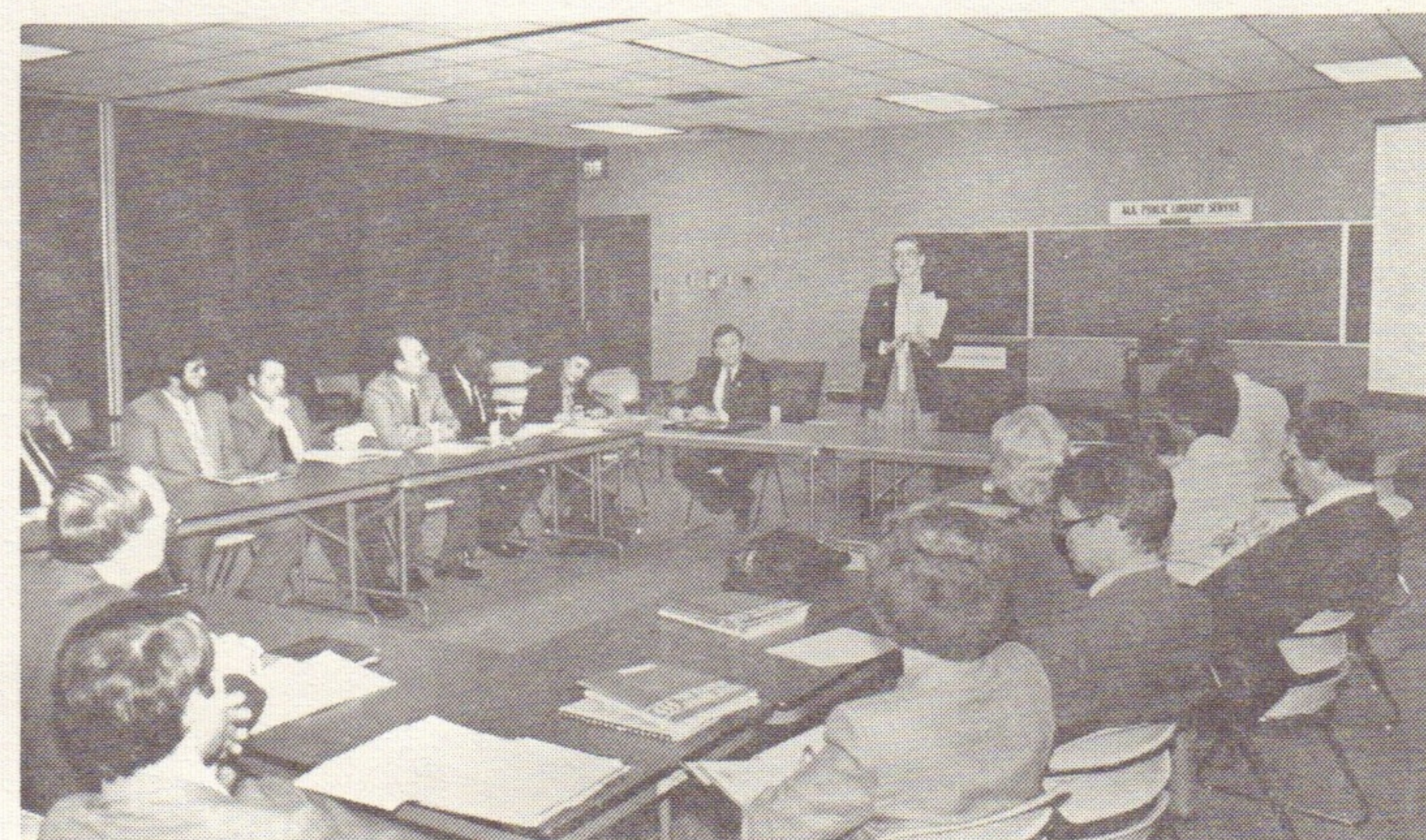
Chancellor Charles Payne recently presented The Alabama College System's 1987-88 budget request to the Legislature's joint budget committee. Committee members asked over 50 different questions about the System during the two-hour session held March 25.



Chancellor Charles Payne discussed System goals and objectives with the presidents of The Alabama College System's nine standing associations during a meeting held recently at Knox Hall. Agenda items included the 1987-88 budget request, System publications, System job descriptions and in-house newsletters.



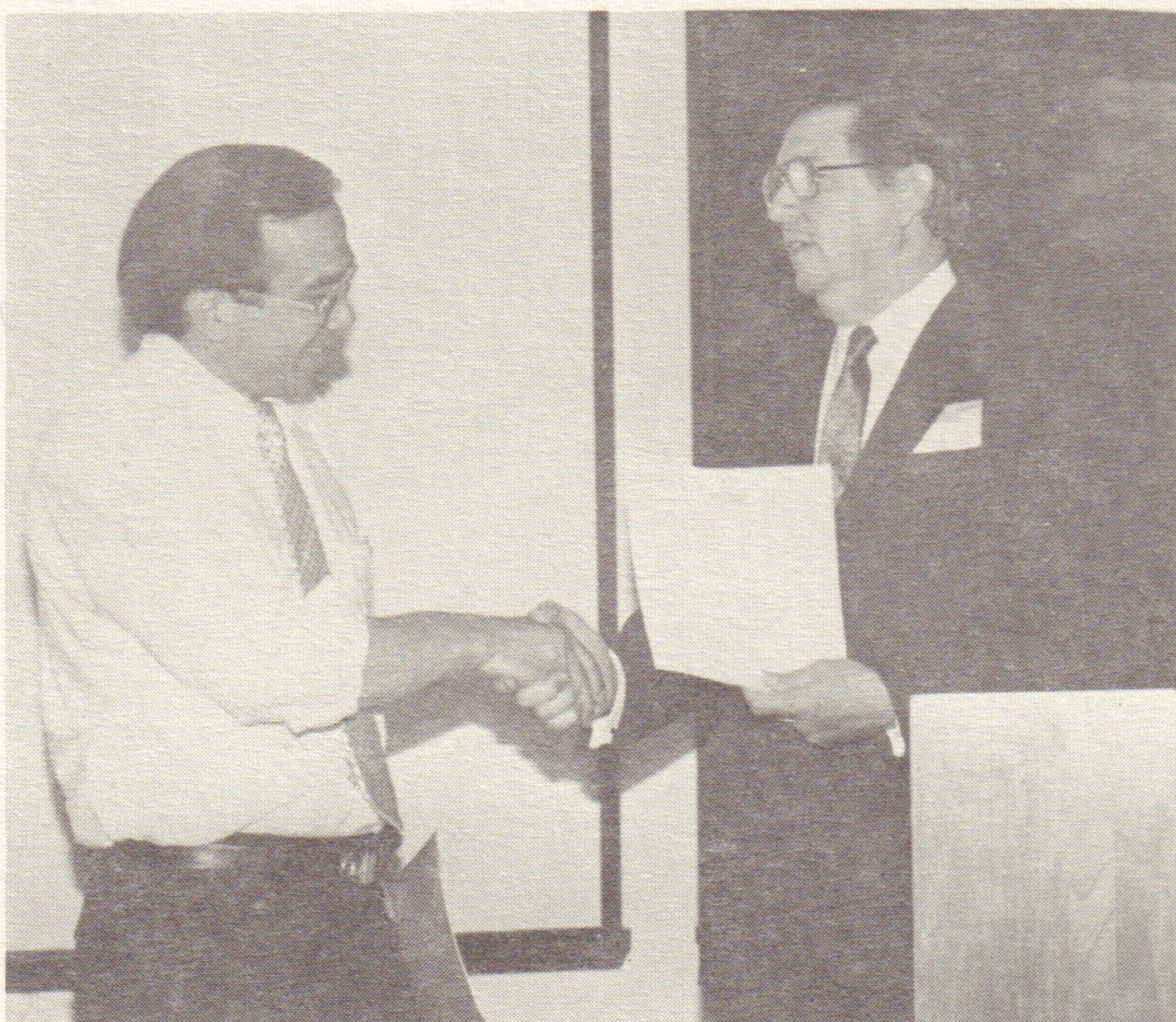
Five Alabama College System institutions were commended at the April State Board of Education meeting by Chancellor Charles Payne (right) and members of the Board for developing model enrollment management/marketing plans. Project coordinators and representatives of the colleges shown displaying their work are Dr. Erskine Penton, Nunnelley State Technical College (left); Dr. Shirley Woodie, Enterprise State Junior College; Dr. James Krudop, Lurleen Wallace State Junior College; Dr. Marjorie Lawson, Lawson State Community College; and Bob Saxon, Alexander City State Junior College.



Members of the Futures Task Force met recently in Montgomery to develop implementation strategies for the 46 objectives cited in *Dimensions 2000*. The meeting was conducted by Futures Task Force Director Dr. Lora Conrad of Northwest Alabama State Junior College.

**ACADEMIC OFFICERS****DEANS OF STUDENTS**

The Alabama College System's academic officers and deans of students invited Chancellor Charles Payne to present information about *Dimensions 2000* during professional development workshops held recently in Birmingham. Twenty-seven interest groups held meetings April 8-10.



Chancellor Charles Payne (right) congratulates Dr. Humphrey Lee of Shelton State Community College, president, Deans of Students' Association, on the completion of a draft text of The Alabama College System's "Student Development Services Handbook." The manual, which was begun last year under the leadership of former association president Dr. Jo Beene of Calhoun State Community College, will be distributed systemwide in June.



The State Board of Education recently appointed Dr. Thomas A. McLeod Sr. president of Southwest State Technical College. Dr. McLeod, who has served as dean of the technical division at Calhoun State Community College since 1981, replaced Donald L. Jefferies, who retired. Posing with Dr. McLeod are Chancellor Charles Payne; Earl Roberson, president of Carver State Technical College and interim president of Southwest after Jefferies retired; his wife Dr. Sandra Martin, assistant to the president/dean for administrative services at Calhoun; and State Board of Education Vice President John M. Tyson Jr.



Lamar Harris, assistant to budget officer, Department of Finance, provided an update on state finances during a presidents' meeting held recently in Montgomery. Other subjects discussed during the meeting included farm crisis and transition programs, Job Training Partnership Act programs, general liability insurance, and Alabama Commission on Higher Education/capital budget recommendations. Presidents' representatives to the Postsecondary Advisory Committee on Policy Matters were also elected.



Male-female teams representing each of The Alabama College System's 43 institutions met in Montgomery recently for a "Training of Trainers" Gender Equity Conference. Conference presenters included Chancellor Charles Payne (left); Ann Turnham Smith, vocational equity specialist, Department of Education; and Amanda Smith, gender equity specialist, Durham, North Carolina.

ASSOCIATIONS ADVANCING

The Alabama College System Presidents Association

The Alabama College System presidents met April 15 in Montgomery. The meeting included an update on state finances, farm crisis and transition programs, JTPA Programs, general liability insurance, and ACHE/capital budget recommendations. Presidents' representatives to the Postsecondary Advisory Committee on Policy Matters were also elected.

The Alabama Technical College Deans Association

The Alabama Technical College Deans Association held its quarterly meeting at J. F. Ingram State Technical College in Deatsville, Alabama. Dr. Charles Payne, Chancellor, presented highlights of the "Dimensions 2000" and Dr. Norma Brewer gave a progress report on the Postsecondary Curriculum Development Project. Dr. Elizabeth French, ACHE, and Dr. Tom Terry, Postsecondary, made brief comments about their work with the technical colleges. Isabelle Thomasson, District III State Board of Education member, also spoke to the group.

Deans of Students Association

The Deans of Students Association met on April 22, 1987 at the Welcome Inn in Athens, Alabama. The Association decided to offer scholarship allocations to the two first place winners in the state VICA competition in Job Skill Demonstration. In addition a committee was appointed to study the possibility of additional scholarships in other areas of the VICA competition.

The Advisory Council for the College Bowl was appointed for the 1987-88 year. They are as follows: District I, John Beard, Calhoun State Community College; District II, Phillip Jean, Walker College; District III, Jo Ann Jordan, Southern Union State Junior College; and District IV, Keflin Reed, Bishop State Junior College. A committee was appointed to study the feasibility of a Technical College Bowl. Committee members appointed were Drexel Boothe and Floyd Johnston.

The Association voted to award \$100 to each first place winner in the Outstanding Student Competition in the

Junior College Division and in the Technical College Division.

The Alabama High School Scholars Bowl Advisory Board was appointed with the following members: Larry McCoy, Athens State College; Diane Layton, Shelton State; Lib Brett, Calhoun State Community College; Dave Heggem, The University of Alabama, and Humphrey Lee, Shelton State. One representative from each district within the state will be selected by the steering committee.

The Alabama State Business Officers' Association

The Association met at Patterson State Technical College in Montgomery on April 1, 1987. Mr. Peter Land, Peter Land and Associates, made a presentation on Effective Leadership. An update on the Teachers' Retirement System was presented by Mr. Norman Turnipseed, Chief Financial Officer. Mr. Charles Rowe, Acting State Budget Officer with the Department of Finance gave an update on state finance and Mr. Bill Hopper, Director of Education Audit Division presented an examiners' update. The Department of Postsecondary Education was represented by Ms. Debra Dahl, Director, Fiscal Division. The business session followed.

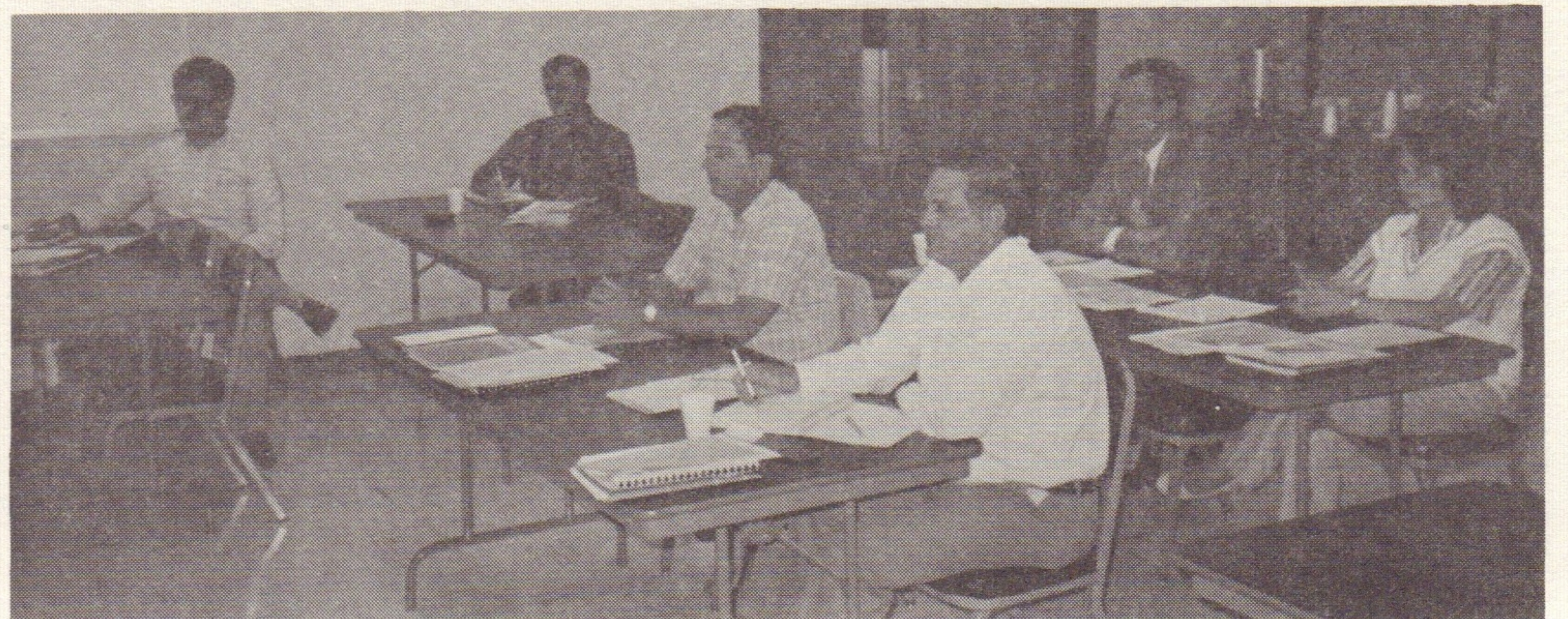
New officers for 1987-88 are Roger Chandler, Patrick Henry, President;

Jackie Burrow, Northwest Tech, Vice President; and Debra Dahl, Secretary/Treasurer.



RED CROSS COMMENDS SOUTHWEST STATE TECHNICAL COLLEGE -- Southwest State Technical College received an "Outstanding College/Technical Schools 1985-86" award from the Mobile County Chapter of American Red Cross Blood Services at a Blood Donor Recognition luncheon on Feb. 12. Southwest State Tech collected 594 units for the year and was recognized for "outstanding cooperation in helping to meet the blood needs of patients." Shirley Mitchell, donor resources consultant with the Red Cross, is shown presenting the award to Beverly Templeton, office manager.

NEW TEACHER INSTITUTE



A New Teacher Institute was held at Bessemer State Technical College on April 8-10, 1987 for new instructors who have joined the Alabama College System since September 1986. The institute was

conducted by Dr. Don Tomlinson of Athens State College and Dr. Tom Terry of the Department of Postsecondary Education.

C.A.R.D

The continuous growth of Alabama two-year colleges has accentuated a need for new programs and for new resources of support and management. The Council for Alabama Resource Development (C.A.R.D.), established in 1980, has worked to address this need and to move Alabama to the forefront of a very competitive facet of public education.

C.A.R.D.'s mission is to promote communication and cooperation among resource development officers, to provide professional development opportunities for these persons, and to increase the abilities of Alabama professionals to acquire and manage extra-institutional resources. The organization's twenty-nine institutional members have benefitted greatly from networking efforts and conferences designed to address current needs. A primary result of C.A.R.D. activities has been a dramatic increase in acquisition of funds and other resources to promote educational quality in the Alabama College System. A report compiled by C.A.R.D. documented the status of resource development in the state's two-year colleges for 1985-1986 and placed the total amount of grants and contracts at \$12,861,908. This represents a 42% increase over the 1984-1985 level. However, C.A.R.D. activities are not limited to grant acquisition and proposal development, but focus equally on providing information and support to insure effective management of resources. A Federal Programs Conference, sponsored by C.A.R.D., was held at Bessemer State Technical College. Featured speakers included Franklin Reid of the U.S. Department of Education Grants and Contracts Service, and Steve Wise, Director of Development for Florida Community College at Jacksonville. Topics included federal fiscal regulations, budget negotiation techniques, contract availability, and institutional planning. Thirty-three Alabama professionals were in attendance, and the conference received an overall evaluative rating of 8.72 on a ten-point scale.

The current president of C.A.R.D., Dr. Roger Handley of Brewer State Junior College, emphasizes that membership in the organization is open to all Alabama two-year colleges and to individuals directly or indirectly employed in resource development.

Presidential Award Recipient

Athens State College professor Dr. Angie Nazaretian is congratulated by Athens State College President Dr. James Chasteen for having been named the recipient of the Southern District of the American Alliance for Health, Physical Education, Recreation, and Dance Presidential Award. The award was presented to Nazaretian at the AAHPERD Convention Feb. 26 in Birmingham. This was the first time the convention has been held in Birmingham in 40 years and only the third time the Presidential Award has been given in 25 years.



PERSONNEL ADVANCING

Brewer State Junior College

Chris Gordon, music instructor at Brewer State Junior College, will assume office in July as president-elect of the Association of Alabama College Music Administrators. The AACMA is an association which includes all chairmen of the schools and departments of music throughout the university, four year college and junior and community colleges in Alabama. Gordon is a graduate of the University of Alabama and served as a leader of the Alabama Jazz Ensemble. In 1986 he formed a jazz ensemble at Brewer State which won its first award at the Alabama State University Jazz Festival in April.

George C. Wallace Community College

Jean Jones, chairman of the Medical Laboratory Technician's program at Wallace College, was recognized by the Southeast Alabama Medical Center for her achievements in the Medical Laboratory Technician's Program. Jean has served as chairman of this program since its inception in 1975. Dr. Frank Stephens, director of the SAMC lab told the group, "Jean is invaluable. She was an outstanding student and she has been an outstanding teacher." Congratulations to Jean.

Department of Postsecondary

Brenda Kelley, Accountant, attended a National Association of College and University Business Officers (NACUBO)

Intermediate Fund Accounting Workshop. Of particular interest to The Alabama College System was the discussion of potential changes in external financial statement reporting. It is likely that colleges and universities will be required to report the depreciation of tangible assets for the first time in 1986-87. Workshop speakers included Dr. Jerry Farley, Vice President of Business and Finance, Oklahoma State University; Dr. John Ostrom, Controller, Cornell University; and Derinda Pell, Controller, University of Miami.

Debra Dahl, Director of Fiscal Services, has been appointed to an advisory committee to the Governor's Management Improvement Program. The program which is strongly supported by the private sector, is designed to review state government operations and effect immediate changes.

Julie DeBardelaben, Grace Kelly, Jefferson State Junior College, and Lucy Kubiszyn, Shelton State Community College, attended the National Council for Community Relations (NCCR) annual conference. The meeting focused on an array of marketing techniques including psychographics, direct marketing creativity and segmentation, ad campaign development, effective marketing strategies, publications copywriting, and marketing to business and industry.

Congratulations to Ms. Kubiszyn who was recognized with a second place award in the one color brochure award in the one color brochure category. The

Paragon Award included competition among 100 entries in 28 categories.

Faulkner State Junior College

Faulkner State Junior College received a certificate of excellence in outdoor transit advertising by the *Admissions Marketing Report*, a national admissions marketing newspaper. Certificates were presented to Walter Allen, art instructor and Margaret Strickland, Director of College Relations.

Shelton State Community College

Dr. Bruce Bizzoco, Shelton State Community College recently attended a workshop on forensic anthropology conducted by Dr. William Bass from the University of Tennessee at Knoxville. Dr. Bizzoco suggests that any colleges within the System that offers coursework in the areas of biology, human anatomy, criminal justice, and anthropology would find this workshop useful. The majority of the course was devoted to skill identification in a forensic setting. This consisted of case studies, slides, bone identification, age, sex and race classifications and hands-on-identification.

LBW State Junior College

Lou Ellison, LBW State Jr. College, attended the 22nd Annual Southeastern Conference on English held in Jackson, Mississippi. This workshop was very beneficial since it was designed to meet the needs of two-year colleges. Information was presented on a wide range of topics. The most current research on developmental studies, writing across the curriculum, writing centers, film as literature, writing proposals for grants, writing computer-assisted instruction programs, evaluation of compositions, and composition research projects were presented by scholars from the entire southeast.

Wallace State Community College - Selma

Coleman O. Williams, Wallace State Community College, attended a "Consortium on Revolutionary Europe, 1750-1850" in Atlanta, Georgia. The topics covered by the conference focused on the history of French Revolutionary and Napoleonic Europe and ranged from art history, military history, political history, to and including

questions of historical methodology and historiography. Also covered were topics outside the narrow focus of Revolutionary and Napoleonic Europe but within the conference limits. This conference was especially beneficial to history instructors required to teach Western Civilization and World History courses.

Calhoun State Community College

Jan Peek, Calhoun College, served as an accreditation visitor at the National League for Nursing in Americus, Georgia. This opportunity served to enhance Ms. Peek's expertise in the area of curriculum development.

Enterprise State Junior College

Dr. Phillip J. Howard, Enterprise State Junior College, attended a joint meeting of the Community College Social Science Association and the National Social Science Association in San Francisco, California. Fifty-four different presentations were made during this conference dealing with information pertinent to the social sciences. All information could be either transferred directly into the content of social science courses currently being taught in the junior/community colleges or was information designed to improve methods of teaching. Presenters included faculty from renowned institutions such as Berkley, Notre Dame, and The Hoover Institute of Stanford University. This provided a rare opportunity to meet and listen to nationally and internationally recognized specialists in the social sciences.

Athens State College

Dr. James Haynes, Athens State, attended six workshops during the ASCD Convention held in New Orleans, Louisiana. These workshops included the National Awards Banquet of the Joint Council on Economic Education with presentations by Anthony Podesta, President of People for the American Way; Dr. Neil Postman of New York University, and Dr. Terry Deal of Vanderbilt University. Topics discussed ranged from the implications of the recent "Hand" decision, how to make teaching a profession, and the "corporate culture" and its effects on effective school management.

Carver State Technical College

Ms. Sadie Armstead, Carver State, attended the Southern Association of Student Financial Aid Administrators Conference held in Charleston, South Carolina. The information presented included the new regulations concerning financial aid for students of the Southern Region. Specific areas of concern were the new definition of independent students, the Tax Reform Bill and its impact on the available aid as well as the methods of processing aid programs at the colleges. The amount of documentation now being proposed for financial aid awards to students will be most demanding and the proposal that all financial aid awarded to students be reported to the IRS will create a tremendous hardship for the schools. Overall the information presented did not paint a pretty picture for financial aid for students.

Northwest Alabama Junior College

Karen Newton, Northwest Junior College, attended the National Institute for Leadership Development "Leaders" Program held in Milwaukee, Wisconsin on April 4-10, 1987. This program provided excellent training for female administrative leaders in the Alabama two-year college system. Presentations covered topics such as current issues facing two-year colleges, organizational change through strategic planning, management strategies in budget and finance, expanding our role: from provincial to international, issues for student development, issues for leadership, and orchestrating change.

The Professional Development Newsletter is published by the Office of Postsecondary Education, Dr. Charles L. Payne, Chancellor.

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Erwin M. Coleman, Northwest Alabama Junior College, attended a training program on "Upward Bound Model Components" at Lake Geneva, Wisconsin. This training was specifically for directors, counselors, and teachers in the Upward Bound Program. Six topics were covered: Evaluation and Assessment, Language Arts, Peer Tutoring, Career Evaluation, Mathematics, and Science in Upward Bound Programs.

Wallace State Community College -- Dothan

Wallace State, Dothan was the recipient of four Addy Awards presented recently by the Dothan Advertising Federation. Addys are given for outstanding work in the field of advertising. The Fall Quarter 1986 Schedule of classes was recognized with a first place Gold Addy. Silver Addys were awarded for the Summer Quarter 1986 Schedule, the Youth College '86 Schedule, the Youth College '86 brochure and the "What's Happening at Wallace" newsletter. Special congratulations to Wallace State.

STUDENTS ADVANCING

Business students representing six Alabama College System institutions captured 13 of 20 first-place awards in Phi Beta Lambda State Leadership competition held in Mobile. Bessemer State Technical College won the most top awards by capturing first-place honors in seven categories. Donna Horn of Bessemer was also named Who's Who in Phi Beta Lambda. Lurleen Wallace State Community College, Dothan and Walker State Technical College each received one award. An Award of Merit for outstanding chapter accomplishments

went to Bessemer State and to Wallace, Dothan. Patrick Henry State Junior College was recognized as well with a Special Award for Completion of State Project.

Associate Degree Nursing student Rhonda Colburn, Wallace State Community College, Hanceville, has been selected as Alabama's Nursing Student of the Year. The award is given by the Alabama Association of Student Nurses to an outstanding nursing student.

1987 State Board of Education GOVERNOR GUY HUNT PRESIDENT	DR. JOHN TYSON, JR. First District	MR. WILLIE J. PAUL Fifth District
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